OECoP
Organizational Excellence Community of Practice

Quarterly Meeting | July 27, 2022

Storytelling and Improv for Impact in the Workplace
2022 OECoP Theme: Learn-Plan-Implement

Summer topic: Storytelling and Improv for Impact
Agenda

- OECoP Announcements
- Guest Speakers
  - Anca Castillo on Storytelling
  - Jessica Klemm on Improv
- Open Discussion / Q & A
OECoP

Announcements
Association of Change Management Professionals
Danielle Steele

and

Leadership & Workforce Development
Kristen Young
Summer 2022: Brain-Based Leadership

- **Why:** Learn, connect, and grow – starting with ourselves
- **How:** One 80min Lab followed by three 50min Labs – all Zoom
- **What:** Dialogue centered around “Your Brain at Work” podcasts
- **Who:** Small cohort of peers grouped by interest, not function; welcomed by name, not title
Business Analysts Community of Practice - BACoP
Davin Nathanson
BACoP Book Club – Virtual Coffee Chat
Friday, July 29 – 10am-11am

New!
OECoP networking events

Join us for an VIBE event on Tuesday, August 30.

4:30-6:00pm
Devil’s Advocate
955 E University Dr, Tempe

Register on the #opo-oecop slack channel
OECoP networking events

Upcoming: ZOOM NETWORKING
October 11, 2022 – 10am

“Celebrity Guest” from ASU leadership:

Minu Ipe
Managing Director and Vice Chair
University Design Design Institute

Register on the #opo-oecop slack channel
OECoP book recommendation
OECoP book recommendation
Storytelling & Improv for Impact

In the workplace
Presenter

Anca Castillo

Innovation & Design Fellow

University Design Institute
Agenda

- The Power of Storytelling
- Developing our “Why” Stories
- The Power of Improv
- 2 Unique Improv Activities
Why should we be telling stories as part of our work?
In my three months as a senator, I have already seen firsthand that partisan debates in Washington can distract us from uniting around common-sense actions to address our most urgent needs. I always try to remember the old African saying, “When there is a snake in the hut, there is no need to debate its color.”

Two of the interrelated dangers we face today include an underperforming economy and, in everything from health care to criminal justice, the continuing problem of spending too much money and not getting the results we want in return.

Our national investment strategy is hardly a strategy at all. We are failing to invest in areas that not only produce great social returns but also reduce federal spending in the long run. Most glaring of all, we’ve got our priorities wrong: We are failing to maximize the productivity of our greatest natural resource—Our people. Despite what we now know to be the root cause of our most systemic challenges
One day at Pulaski High School in Milwaukee, a fight broke out between two students. The staff separated them, but one of the students, a young woman named Marianna, refused to relent. She continued to fight - now with the staff — and to cause a stir.

Then a call went out over the school radio for “Lulu” to respond. Soon, Marianna began to calm down. Once she arrived, Lulu quickly defused the situation. Of all the people at Pulaski High—all the teachers and administrators—only one person got through to Marianna that day, and it was Lulu.

“Lulu” is Mrs. Louisa, one of five youth advisers in Pulaski High’s Violence-Free Zone program. Along with program head Andre Robinson and site supervisor Naomi Perez, they work as a band of roving mentors. On a typical day, you’ll find them walking the halls in black polo shirts. They help with homework, chat with students, break up fights. Most of them are recent alumni who grew up in the inner
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What happens when we tell and hear stories?

Uri Hasson, Princeton, 2012
When we read or hear a story, regions of our brains associated with "self" become inhibited. Psychologists call this state 'transportation'.

...when we are transported, our beliefs, attitudes and intentions are vulnerable to being altered, and that these alterations can stick.
Organizations are TELLING STORIES!

“Stories for Identity” via Southwest
We won’t want to TALK about telling stories, we want to TELL stories.
What are you an advocate for?

A moment or experience that put you on this path
6 Word Story

-Margaret Atwood

My math teacher believed in me.
Won the lottery. Here I am!

- Anca Castillo

Golden moments happen when we collaborate.

- Cary Lopez
Why I’m Here

What are you an advocate for?
A moment or experience that put you on this path

Write your 6-word story.
Break Out Groups

10 minutes!
How did that feel?
Difference between natural storytelling & strategic storytelling!
“Continuity. As people get weary from too much change, they are saying “give me something that won’t change. What can I lean on?” As a leader, you manage continuity by focusing on “the things that won’t change.” This is identity; founding principles; values.
Novelty. This is “the new.” Here you are managing what is possible. Most leaders spend their time thinking about this one!
“Transition. This is the journey. This is how we invite people to take action and try new things as they move towards the new. Leaders forget to tell these stories. I think that numerically, these are the stories we should be telling the most… and they’re probably the ones we tell the least!”
The intersection of Storytelling and Improv

**Storytelling**
- Influence others
- Cut Through the Noise
- Provide Clarity
- Communicate Complexity

**Improv**
- Increase creativity
- Embracing Failure
- Increase agility
- Exploration
- Impact
- Engage
- Culture Work
- Public Speaking
- Confidence
- Connection
- Future Vision
"There is a little phenomenal part of your brain that LOVES to control things....and it is responsible for some amazing things related to executive function such as"..

- Long range planning
- Risk avoidance
- Working memory
- Inhibition
- Morality

Also known as "THE JUDGE"

The Judge is great....EXCEPT for when you want to think of new ideas or be creative.
Improv is **NOT** about being funny, performing, or draw attention to yourself.
Improv.....

Help you turn off "The Judge"

Generate more creative & innovative ideas...

Build a culture of trust, support, creativity, and connection
In improv, the rule of “yes, and” naturally banishes judgment and rather encourages us to be curious about the scene and our partner’s offers. We even start to accept and laugh alongside our own choices rather than judge and censor ourselves.

“One Word Story” is a great activity to explore “Yes, And”. This activity looks at bringing people together to collaborate, explore, and forgo judgement.

One person at a time, we use one more to build a story focusing on listening, agreeing, and adding on.
Break Out Groups

5 minutes!
How did that feel?
In improv, because we are making everything up, we will inevitably happen upon fun oddities or "mistakes" which are encouraged to be valued and built upon. We celebrate mistakes and embracing our instincts, ideas, and actions.

“5 Ways” is a great activity to explore happy accidents. It forces us to move beyond conventional thinking and explore creative thinking to stumble upon happy mistake and innovative ideas.

First group member initiates by pointing at another. They will enthusiastically and loudly saying that other person's name. Then, the "pointer" asks the chosen person to say 5 things as fast as they can based on a category of choosing: “Five ways to use a paper clip.”

As the participant names off each one, the rest of the group will enthusiastically shout 1, 2, 3, 4, and then, cheering when 5 have been said. The person who just named off 5 things will then point to another person and name a new office item.
Break Out Groups

5 minutes!
How did that feel?
Improv:
Discovery through play and finding your voice
Any Questions?

- Storytelling…
- Improv…
- Learning more…
- Anything else…
Thank you!

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Organizational Excellence
Community of Practice
new perspectives
new ideas